

Compilation of HQUSACE Staff Comments on Draft Guidance for MSC Restructuring
(As of 22 October 1998)

1) PAO

Concur with comment. Reference proposed memo for MSC commanders/staff principals, paragraph 3. District Headquarters Offices. Add Public Affairs to required functions (7 functions, not 6). It's short sighted not to include PA as a "required" function; particularly so with involvement of Districts with local communities, civic/professional organizations and local/regional media.

Col. Mirelson

2) RD

Concur with both, Ed Link

3) IM

Paul,

You have CEIM-ZA concurrence on draft memo.

/S/

Edward J. Huempfer

Acting Director of Information Management

4) MP

CONCUR.--MH

5) AO

Paul, I reviewed your draft and have the following comments:

1. How will the Divisions fund any centralizations? Did not the 1994 HAC S&I address the drain of district funds to support division and HQUSACE activities. As a result, HQUSACE ceased having centralized accounts and CECW puts out annual Division/District charging policy. Funding is not addressed in this document.

2. AR 11-7, Internal Review policy, requires each commander (HQUSACE, Division, and District) to have and execute an IR program which includes audits, follow up audits, external audit tracking, etc. This could be done from a centralized group but district funds would be needed so it would be like a centralized account.

John Templeton

6) SO

Paul...CESO has reviewed the attached memo and concurs with the document as written. These should be exciting times ahead and we look forward to the challenge...Frank Trent, HQUSACE Safety Office, Ph: (202) 761-8600, Fax:(202) 761-1369

7) SB Concur, Bernard Ford

8) CW Oral Concurrence from MG Fuhrman at GO-SES meeting of 19 October 1998.

9) HR 1. CERM-SP e-mail, 6 Oct 98, subject: New MSC Restructuring Guidance (draft).

2. We have reviewed the proposed memorandum and offer the following comments:

a. Paragraph 1 F, change to “developing empowered teams”.

b. Paragraph 1, last sentence, continue as follows:

“including implications to personnel and/or positions. When combining functions, it is important to recognize that the classification of the head of the overall function will be determined by the work that is predominant in the total organization, and that it might be interdisciplinary, the program management series, a professional engineering series, or other appropriate field. Career ladders/employee opportunities to advance should be considered as well.”

/s/

SUSAN DUNCAN

Director of Human Resources

10) CC

Concur, Newt Clements.